

San Jose Fire Fighters, IAFF Local 230

2009

Initial MOA Proposals

Article 1	<b>Term</b> .....	1
Article 2	Recognition .....	1
Article 3	Purpose .....	2
Article 4	Definition .....	2
Article 5	<b>Salary and Special Pay</b> .....	3
Article 6	<b>Insurance Benefits</b> .....	5
Article 7	<b>Educational and Professional Incentives</b> .....	7
Article 8	<b>Uniform Allowance</b> .....	8
Article 9	<b>Working in A Higher Classification</b> .....	9
Article 10	Call Back Pay and Standby Pay .....	9
Article 11	Witness Leave .....	10
Article 12	Jury Duty .....	10
Article 13	Use of Private Automobile .....	11
Article 14	<b>Hours of Work and Overtime</b> .....	11
Article 15	Dues Deduction .....	14
Article 16	<b>Management Rights</b> .....	14
Article 17	Full Understanding, Modification and Waiver .....	16
Article 18	Concerted Activity .....	17
Article 19	<b>Safety</b> .....	17
Article 20	<b>Grievance Procedure</b> .....	18
Article 21	Leaves of Absence .....	25
Article 22	Layoff .....	25
Article 23	<b>Bulletin Boards</b> .....	27
Article 24	<b>Holiday Benefits</b> .....	28
Article 25	<b>Vacations</b> .....	29
Article 26	<b>Sick Leave</b> .....	31
Article 27	<b>Disability Leave</b> .....	35
Article 28	<b>Retirement</b> .....	38
Article 29	Miscellaneous .....	38

29.1	Pay Checks .....	38
29.2	Door Locks .....	38
29.3	Voter Registration and Bicycle Licensing .....	38
29.4	Television Training .....	38
29.5	Hydrant Marker Maintenance .....	39
29.6	Copies Of Agreement for Distribution .....	39
Article 30	Maintenance of Membership .....	39
Article 31	Bereavement Leave .....	40
Article 32	Authorized Representatives .....	40
Article 33	Minimum Staffing .....	40
Article 34	Return to Work .....	42
Article 35	Employee Rights .....	43
Article 36	Recruit Classification .....	43
Article 37	Labor Management Committee .....	44
Article 38	Promotions and Probationary Periods .....	44
Article 39	Use of Tobacco .....	48
Article 40	Substance Abuse Policy .....	49
Article 41	Employee Assistance Program .....	49
Article 42	Civilianization of Functions .....	49
Article 43	Modified Duty .....	49
Article 44	Separability .....	49
Article 45	Nondiscrimination .....	50
Article 46	Catastrophic Illness Time Donation .....	50
Article 47	Meet and Confer Process and Mediation .....	51
Article 48	Paramedic as a Rank .....	

**THE UNION RESERVES THE UNQUALIFIED RIGHT TO ADD TO OR MODIFY THIS LIST  
THROUGHOUT NEGOTIATIONS.**